

Selection Process

The process may include a panel interview and other related test components. Successful completion of a polygraph exam and comprehensive police background check are required for this position. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

THE CITY OF FREMONT IS AN EQUAL OPPORTUNITY EMPLOYER

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs in advance of the selection process by calling (510) 494-4660.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.



Tentative Recruitment Schedule

First Review of Applications - July 28, 2014
Oral Board Interviews - Week of August 11, 2014
Background Check - August 2014
Start Date - August 2014

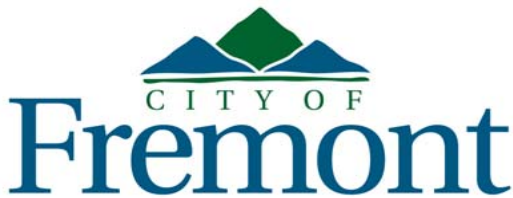


Contact the City

Phone: (510) 494-4660
Website: www.fremont.gov/employment

Human Resources Department
City of Fremont
3300 Capitol Avenue, Building B
Fremont, CA 94538

Connect with Us:



Invites Your
Interest In The
Position Of

Systems Analyst/Programmer



Are you an IT professional who excels at developing, testing and analyzing information systems? Can you provide superior applications programming and systems management services? If you are interested in working with a dedicated team who works collaboratively, then the Systems Analyst/Programmer position is for you!

**The first review of applications is
July 28, 2014**

YOUR FUTURE IS IN FREMONT

Fremont, a City on the Move!

Recently ranked second on the “Best Run Cities in America” list by *24/7 Wall St.* and America’s third “Sharpest, Smartest City” by *Reader’s Digest*, the City of Fremont is a City continuing to move forward! Located in the heart of the Bay Area and Silicon Valley, this strategically urban city prides itself on innovation, green technology, a low crime rate, great schools, a low unemployment rate, and an incredibly diverse population of over 220,000 residents.

As a full service City, Fremont employs over 860 regular employees and has an annual operating budget of \$156.8 million dollars. Fremont is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City of Fremont employees find their work challenging and, most importantly, enjoy the chance to make a difference through public service.

The Position

As an essential member of the Information Technology Services Department, the Systems Analyst/Programmer will perform information systems analysis, design and implementation. The incumbent will perform applications programming and systems management. In addition, the Systems Analyst/Programmer will assist in the development of the unit's goals and objectives in a manner that aligns with the Department’s customer requirements.

Examples of Duties

- ◆ Design, develop, test, debug, document and maintain computer applications and procedures in cooperation with user departments and IT Services Department staff members.
- ◆ Architect/design secure solutions that meet security standards.
- ◆ Ensure compliance with legislative, regulatory and judicial mandates, regulations and professional standards.
- ◆ Establish policies and procedures.
- ◆ Assist in developing the Department's goals and objectives.
- ◆ Answer questions and coordinate the resolution of application software problems.
- ◆ Manage cost, schedule and scope of software applications projects.
- ◆ Use problem-solving principles to identify root cause, evaluate possible solutions and implement permanent fixes.
- ◆ Confer with user departments to determine feasibility of automating or re-engineering specific operations.
- ◆ Assist users in preparing written requirements of new applications and software enhancements.
- ◆ Develop mobile platforms for applications.
- ◆ Give technical direction to Department staff, user departments and contract personnel.
- ◆ Contact and coordinate the work of contract service providers in the installation and modification of software application systems for the City.
- ◆ Other related duties as assigned.

Education and Experience

Any combination of education and/or experience that has provided the knowledge, skills and abilities for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge, skills and abilities would be: a Bachelor’s degree in Computer Science, Information Systems or a closely related field, and two years of progressively responsible experience in application programming and information systems analysis and support.

Ideal Candidate

The City is searching for a self-motivated individual who has knowledge of enterprise system software and mobile application functions and capabilities. The incumbent must be well-versed in application programming and software application development. The successful candidate will be skilled in identifying, conceptualizing and addressing information needs.

Licenses/Certificates/Special Requirements

A valid Class C California Driver’s License is required at time of appointment. Depending on department operational requirements, the incumbent may be required to work non-regular hours, after-hours and weekends.



Compensation and Benefits

The annual salary is \$89,783 - \$121,215 depending on qualifications. Current benefit features include:

Cal PERS Retirement Benefit*

- ◆ Classic Employees: 2% @ 60 benefit
- ◆ New Employees: 2 % @ 62 benefit
- ◆ Required PERS contributions vary by plan. All required contributions are tax deferred.
- ◆ Cafeteria Benefits Plan for employees/dependents includes \$1,750 monthly for vision, medical and dental plans; child care and medical expenses can be paid for with pre-tax dollars.
- ◆ Generous leave benefits including General and Management Leave
- ◆ Generous tuition reimbursement program

A complete benefits summary can be found at Fremont.gov or by using this link:

[Benefit Summary](#)

This position is represented by the Fremont Association of Management Employees (FAME) bargaining unit. The probationary period for this position is twelve (12) months.

*Refer to CalPERS web site for complete definitions of Classic and New employees: www.calpers.ca.gov

Application Instructions

To be considered for this position, submit a **completed City application and resume**:

- ◆ Through our online application system at www.fremont.gov/apply.
- ◆ The Human Resources Department at 3300 Capitol Avenue, Building B, Fremont, CA 94538 has a kiosk you may use to apply online

The first review of applications is July 28, 2014. Applications received after this date may not be considered and the position may close without notice. Interested applicants are encouraged to apply immediately.